

Diversity in Public Works

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What is Accomplishment?

There is a saying, "In the multitude of counselors there is accomplishment". How valuable that principle is! Here in the City of Eugene there is opportunity to use this principle as we carry out our responsibilities to the public in the spirit of diversity and strive to accomplish the goal of "One City, One Team, One Voice".

Many have been using the expression "One City, One Team, One Voice". How can we accomplish that? One way is by each City division communicating (not just hearing) and appreciating (or valuing) the input of the other divisions. The departments within the divisions need to listen and value the input of the other departments. The teams' or units' within the departments should hear and respect the other teams and units contributions. Supervisors need to transmit thoughts and feelings as well as admire the qualities of those they supervise. Individual members need to communicate and appreciate the insight and abilities of each other. Without that interdependency the goals set will not succeed.

"Globalization" is the term some use to describe the growing worldwide interdependence of people and countries; similar to the idea of "One City, One Team, One Voice". Globalization has accelerated dramatically in the past decade or so, largely because of huge advances in technology. During this time, the divisive blocs of the Cold War have virtually disappeared, trade barriers have come down, the world's major financial markets have been integrating, and travel has been cheaper and easier. This is the upside. However, like many

human achievements, globalization has both an upside and a downside.

This growing worldwide integration has produced a whole series of results—economic, political, cultural, and environmental. Unfortunately, some of these consequences can be negative.

Similarly, within the City we need to incorporate the process of interdependence.

"City-ization", a term we can use to describe the interdependence of people and cultures, has enriched those in the community scientifically and culturally and benefited many people economically. More interaction among people also has the potential for improving solidarity. Some human rights organizations have been able to tap the resources of the Internet to promote their causes effectively. This is the upside.

Another basic issue involves the atmosphere of the City; the economy, pollution (land, water, air), culture, and lifestyles. Many times fueled by forces that have much more interest in being independent than in the protection of the community through interdependence and cooperation.

People also fret about their jobs. Both jobs and income have become more precarious... as mergers and intense competition pressure companies into streamlining their operations. Hiring and firing workers according to the current needs of the market makes sense for a company concerned with increasing its profit, but it plays havoc with people's lives. And while wages continue to rise in wealthy areas, some

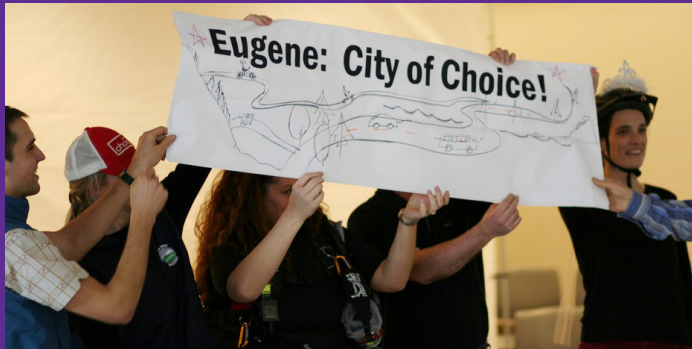
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Rolling out the Red Carpet for Diversity

By Karen Roybal



In perfect timing with the ever so popular Academy Awards, Public Works Engineering rolled out the red carpet for a little award ceremony of our own. However this award ceremony was all about awarding our co-workers for their contributions to the workplace, while learning more about the people we spend time with every day. The event started with the State of the Engineering Division update from Mark Schoening and quickly moved into some very entertaining presentations from each of the teams. Teams shared personal pictures of their hobbies and families, as well as information about current community projects and accomplishments of their teams. There were five award categories that embodied an ideal work environment, categories focused on work ethics, humor, outstanding leadership and new employees making an impact. Jeanne Oakes and Nancy Burns were recognized for their contributions on the Diversity committee and were presented with the "Shooting Star" award, and Kurt Corey made an appearance to honorably mention, and award employees who have hit 5, 10, 15 & 20 year milestones with the City of Eugene. To top the day off we enjoyed a delicious potluck, tasting the variety of culinary talent from within the Division. It was a day filled with learning and celebrating the differences and similarities between co-workers.



COMING SOON!

Look for a Public Works Employee Photo Display near you! By the 1st of April, the PWDC Communications subcommittee will provide an employee photo display to each division of Public Works. Each photo display, 36 photos in all, will represent employees from all PW divisions – at work and at play. These six photo sets will be rotated quarterly between divisions and in some cases, within divisions, depending on the buildings involved, so all will have an opportunity to enjoy them. Displays will be a great way for viewers to discover/affirm the wonderful variety of interests enjoyed by our PW colleagues. Thanks to all who participated.

Co-worker's Corner — It's About Us!



Patrick Miles Cox II - Project Manager

Hometown: Elmira, Oregon **College:** University of Alaska, Fairbanks **Major:** Civil Engineering
Years at the City: 1.5

Professional Ambitions: To get a position where the most important functions are talking, writing and making people happy.

My teammates describe me as: Easily self-amused

My dream job is: To make a TV show based on Public Works (there are so many police and fire shows, but name one public works show).

One accomplishment I still hope to fulfill in my lifetime: To serve on the board of directors for a publicly traded corporation.

Advice from a mentor that I intend to pass along to someone else: The truth is knowable

Activity in or around Oregon: Riding motorcycles with my wife.

Cartoon character: Homer Simpson

Musical artist or group: Song writer Terry Scott Taylor (Daniel Amos, Swirling Eddies, Lost Dogs)

Most prized possession: My outrageously high-performance gaming computer.



Karen Roybal - Senior Admin Specialist (PW Engineering)

Hometown: Springfield, Oregon **College:** Lane Community College **Major:** General Business studies
Years at the City: 1

Personal Ambitions: Being the best mom ever!

My teammates describe me as: Energetic and wants to do everything!

My dream job is: I'm not sure yet

One accomplishment I still hope to fulfill: Traveling to Israel

Something very few people know about me: I was home schooled

Advice from a mentor that I intend to pass along to someone else: (From my Dad) Live life to the fullest, take each day as it comes and do the best with what you've got.

My most prized possession: My family

Person I would like to have dinner with and where: My brother, in Germany where he lives.

Game to play: Spoons



Emily Steel - Restoration Ecologist

Hometown: Evanston, Illinois **College:** Tufts University

Major: Geological Sciences and Environmental Studies

Personal Ambitions: Maintain good contact with friends and family spread across the country and the globe, be conscientious, consume less, share more, and give back.

My teammates describe me as: somebody who works hard

My dream job: The one I have now.

My biggest adventure: Every day.

People I admire have these qualities: Happy, laid back, interested in the world, caring, well-rounded.

My most prized possession: Pictures of my friends and family, and a blanket that my grandmother knitted for me.

Musical artist or group: Spearhead, Ray LaMontagne, Cracker, Cake, Be Good Tanyas

Co-worker's Corner — It's About Us! *continued*

Dan Kepley - Engineering Technician II

Hometown: San Diego area **Years at the City:** 5

Personal Ambitions: To improve in being a better husband, father, grandfather, and friend to those around me.

My teammates describe me as: Quiet

My dream job is: To live off the land

One accomplishment I still hope to fulfill in my lifetime: Doing it right the first time

Advice from a mentor that I intend to pass along to someone else: "A word spoken at the right time is, Oh how good!"

My biggest adventure: Driving to the island of Kodiak, Alaska from central California

Something very few people know about me: Gold medalist in gymnastics and track and field – AAU Junior Olympics

A priority that is on my "to do" list most days: Coffee!

People I admire have these qualities: Humble, teachable, peaceable, yet bold

My most prized possession: My spiritual life

Game to play: Mad Gab

Athlete or team I enjoy watching: San Diego Chargers/Padres

Cartoon Character: Donald Duck



Accomplished

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cities have actually seen a decline in average income over the past ten years.

Understandably, then, "city-ization" engenders fears as well as hopes. Why do we work for public government? Who do we work for? Do we have reason to fear "city-ization"? Or, can we expect it to make our life more enriching? Will "city-ization" give us reason to be optimistic about the future? These are all good questions to ponder and use to dig deep into ourselves to find solutions. (Please re-read the email by Dennis Taylor with the subject "Council goals drive real change"). Are there ways that we (those that make up our "City") can accomplish "One City, One Team, One Voice"?

Yes, look at the benefits. The costs are things we can afford, our caring and effort. We are a multitude, therefore we can have accomplishment. Let us work hard to achieve within us individually a diverse desire and commitment to work together with one another, in our teams, in our departments, in our divisions, so that Eugene can accomplish, "One City, One Team, One Voice".

The Trouble Tree

A man hired a carpenter to help him restore an old farmhouse. The carpenter had just finished a rough first day on the job. A flat tire made him lose an hour of work, his electric saw quit and now his ancient pickup truck refused to start.

While his employer drove him home, he sat in stony silence. On arriving, he invited his new boss in to meet his family. As they walked toward the front door, the carpenter paused briefly at a small tree, touching the tips of the branches with both hands. When opening the door he underwent an amazing transformation. His tanned face was wreathed in smiles and he hugged his two small children and gave his wife a kiss.

Afterward, he walked his employer to the car. They passed the tree and curiosity got the better of his boss. He asked the carpenter about what he had seen him do earlier.

"Oh, that's my trouble tree," the carpenter replied. "I know I can't help having troubles on the job, but one thing for sure, troubles don't belong in the house with my wife and children. So I just hang them up on the tree every night when I come home. Then in the morning I pick them up again."

"Funny thing is," he smiled, "when I come out in the morning to pick 'em up, there aren't nearly as many as I remember hanging up the night before".



Meatloaf Cook-off Winner

1/2 lb. lean ground beef
4 ozs ground pork
4 ozs ground buffalo
1/2 med. yellow onion chopped
1 cup bread crumbs
1/4 cup fresh basil
1/8 cup ketchup,
1/2 TB Dijon style mustard
1 beaten egg
1/2 tsp dried thyme
several sprigs of fresh rosemary, needles diced
salt and pepper to taste
(rosemary sprigs for garnish if desired)



Roquefort Meatloaf Dressing

1/4 lb. Roquefort cheese (use a pungent bleu cheese – stilton is really good or gorgonzola)
4 TBs of soft butter,
1/2 TB minced green onion or yellow onion
1 TB minced celery
pinch of cayenne
dash of ground crushed red pepper
1/2TB - 1 TB Cognac (optional) to taste

The celery should be softened ahead of time by microwaving it in some water (to cover) for a short while. Crush cheese in a bowl and blend with butter into a paste. Whip in onions, seasonings, celery, and cognac till smooth.

Prepare the dressing(s) ahead of time and refrigerate. For the meatloaf, combine ground meats, bread crumbs, parsley, ketchup, mustard, egg, thyme, chopped rosemary, and salt and pepper to taste. Soften the chopped onion by microwaving in some water to cover, for 5 - 10 minutes until translucent. Then drain and add. Mix all ingredients thoroughly. Mixture should be moist; add water if necessary to make it so. Spread mixture onto a greased bake pan into approx 12" by 7" neat rectangle. Preheat oven to 350 degrees. Bake the meat 35 - 45 minutes. Remove from oven and slice. A rounded dollop of refrigerated (cold) dressing can be placed alongside on the plate.

"We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion."
Unknown

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."
Maya Angelou

Ponderisms & Short Truths

Worry is:

Worry is the darkroom in which "negatives" are developed.

Worry is interest paid in advance for a debt you may never owe

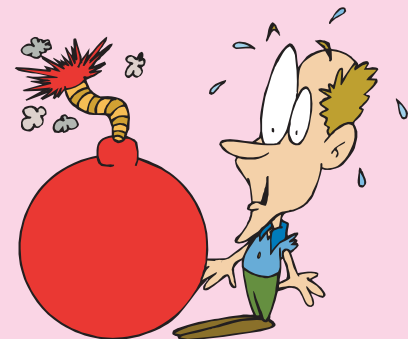
Worry is a misuse of the imagination.

Worry is wasting today's time to clutter up tomorrow's opportunities with yesterday's troubles

Worry is a thin stream of fear trickling through the mind. If encouraged, it cuts a channel into which all other thoughts are drained

Worry is faith in the negative, trust in the unpleasant, assurance of disaster and belief in defeat

Worry is like a rocking chair; it gives you something to do but doesn't get you anywhere



In coming issues of the Kaleidoscope there will be information on an upcoming speaker, a review of the movie "Pursuit of Happyness", more co-workers, another recipe, and an article for interdepartment diversity and more.... Stay tuned.
